

# **NOTICE TO WISCONSIN WORKERS WITH DISABILITIES PAID AT SPECIAL MINIMUM WAGE**

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## **Wisconsin Minimum Wage Law and the Hours of Work and Overtime Law**

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Generally, employees are covered by Wisconsin's minimum wage and overtime law provisions. The law requires payment of not less than the minimum wage for all hours worked, and payment of time and one-half an employee's regular rate of pay for all hours worked over forty in a work week. There may be other requirements. Child labor law provisions apply to employees under 18 years of age.

## **Special Minimum Wages**

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Workers whose disabilities impair their ability to perform their work may be employed under a special minimum wage license issued by the Department of Workforce Development. This establishment has such a license. The rates must reflect the productivity of the worker compared to the productivity of a worker not disabled for similar work, and to the wages paid to experienced workers performing the same or similar work in the vicinity.

## **Worker Notification**

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The employer shall inform orally and in writing, each worker with a disability, and parent and/or guardian if appropriate, of the terms of the special minimum wage license under which the worker is employed.

## **Review Process, Complaints or Questions**

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A request for reconsideration or review under this law must be filed within 60 days after learning of the action.

To file such a request, make a complaint, for answers to questions about the law, or for a complete copy of the law, contact:

State of Wisconsin  
Department of Workforce Development  
Equal Rights Division  
201 E Washington Ave, Room A300  
P.O. Box 8928  
Madison, WI 53708  
Phone: 608 266-6860.